LAKELAND COMMUNITY COLLEGE
Kirtland, Ohio
Human Resources Department

Dear Potential Faculty Member:

As you begin to consider the College as an employer, it will be beneficial for you to compare our total compensation package with that of your current employer and/or other prospective employers. Our full-time faculty members are represented by a union (Lakeland Faculty Association or the LFA and OEA/NEA) and are paid in accordance with a salary schedule incorporated into their collective bargaining agreement.

Here are some highlights of the current salary schedule:

- Our faculty are contracted to work 178 days (two, sixteen-week semesters plus 18 days for other duties) per year.

- The collectively-bargained faculty salary schedule is divided into three columns representing educational degree, with each column divided into many steps. Placement on the salary schedule reflects degree earned (column) and credit given for relevant experience (step). Here are the first two steps of the Master's (20 steps) and Doctorate (18 steps) columns, taken from the applicable 2013-14 faculty salary schedule:

  MA Step 0 - $48,762 (base salary, 178 days) DR Step 0 - $59,239 (base salary, 178 days)
  MA Step 1 - $50,224 (base salary, 178 days) DR Step 1 - $61,016 (base salary, 178 days)

- Our faculty members advance through the steps of the salary schedule at the rate of one step per every two semesters of full-time service, excluding summer sessions. Presently, the salary associated with each step represents a 3% increase over the previous step.

- There are opportunities for additional compensation in the form of overload during the fall and spring semesters. (Overload 'max' is 18 units per year.) Additionally, faculty members who teach in the summer are paid, per unit of load, at a rate of one-fortieth (1/40th) of their base contract salary. Below, we've illustrated how a faculty member's salary can increase with these additional teaching opportunities.

Degree	Basic Contract Step & Base Salary	Plus one 3-credit hr overload course - Fall & Spring ($747/unit)	Plus one 3-credit hr course during the Summer
Master's	0 - $48,762	$48,762+ $4,482 = $53,244	$48,762 + $3,657 = $52,419 without overload $48,762 + $4,482 + $3,657 = $56,901 w/ overload
Master's	1 - $50,224	$50,224 + $4,482 = $54,706	$50,224 + $3,767 = $53,991 without overload $50,224 + $4,482 + $3,767 = $58,473 w/ overload

SCROLL DOWN FOR ADDITIONAL DETAILS REGARDING THE COLLEGE'S COMPREHENSIVE BENEFITS

Here are some highlights of our current comprehensive benefits program:

- *Medical Mutual's Super Med Plus PPO* for ***health insurance*** with generous in-network and out-of-network benefit levels and low-cost deductibles and co-pays. Effective 8/16/13, employee monthly contribution is $100.00 per month for family coverage and $50.00 per month for single coverage. Employees who have alternate equivalent medical coverage are presently eligible for a $2,000 annual waiver of insurance bonus.
- High-quality, NO COST ***dental insurance*** for employees and eligible dependents
- High-quality, NO COST ***vision insurance*** for employees and eligible dependents
- NO COST ***life and AD&D insurance*** for employees, equal to twice the annual salary
- NO COST ***long-term disability insurance*** for employees who become disabled and who are not yet vested in the state retirement system, after which this coverage becomes supplemental to the STRS disability coverage
- NO COST ***Employee Assistance Program*** providing assistance with mental health counseling, treatment for alcohol/drug abuse, child and elder care, credit and financial counseling, etc., for employees and eligible dependents
- Each bargaining unit member hired between 8/16/13 and 8/15/14 will have access to a **teaching/learning enhancement allowance** of $500. These funds can be used to purchase equipment or supplies that advance or enhance learning opportunities for students. Acceptable uses of these funds includes, but is not limited to, the acquisition of assets such as computer hardware or software, and items used in the classroom, online, or in preparation or development of course work. (All purchases under this program remain the property of the College, although the faculty members have exclusive rights to use the acquired assets.)
- FULL ***waiver of the in-county instructional fees*** for credit classes taken by the employee, his/her spouse, and IRS dependents; full or partial waiver of the entire cost of many non-credit classes taken by the employee, his/her spouse, and IRS dependents
- ***Bookstore discounts:*** 10% discount on new and used books and 20% discount on trade books, supplies, electronics, clothing, gifts and greeting cards
- ***Enrollment in the State Teachers Retirement System*** as mandated by the state of Ohio for income after retirement or disability OR election to participate in the Alternative Retirement Plan. Learn more at: www.strsoh.org.

In addition to learning more about the College, we thought you might want to research our Lake County community via this web resource: http://www.lakevisit.com

We hope this information is helpful. If you have specific questions or concerns, we encourage you to contact us at 440-525-7575.

Sincerely,

Human Resources Department
Lakeland Community College